

# The State of Employee Wellness at Oklahoma State University



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**DEPARTMENT OF**  
**Wellness**

Striving to be America's **HEALTHIEST** Campus

# OSU AT A GLANCE

- Land Grant Institution
- 24,000 Students
- 1,600 Faculty
- 3,000 Staff
- 1,500 acre campus
- 42 academic buildings
- 6 colleges + Veterinary Medicine
- 200 Degree programs



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# WELLNESS PROGRAM HISTORY

## ➤ Seretean Wellness Center:

- Opened in 1991
- Primary Employee Wellness Program provider
- Small fitness center (weight room, cardio, group exercise)
- Dietitian; Demonstration Kitchen
- Employee Assistance Program
- (Physical Therapy; Employee Health Clinic)

## ➤ Colvin Recreation Center (Dept. of Campus Recreation):

- 240,000 sq. ft.
- traditional “student” recreation programs (fitness, intramurals, outdoor adventure, adaptive sports, sport clubs)

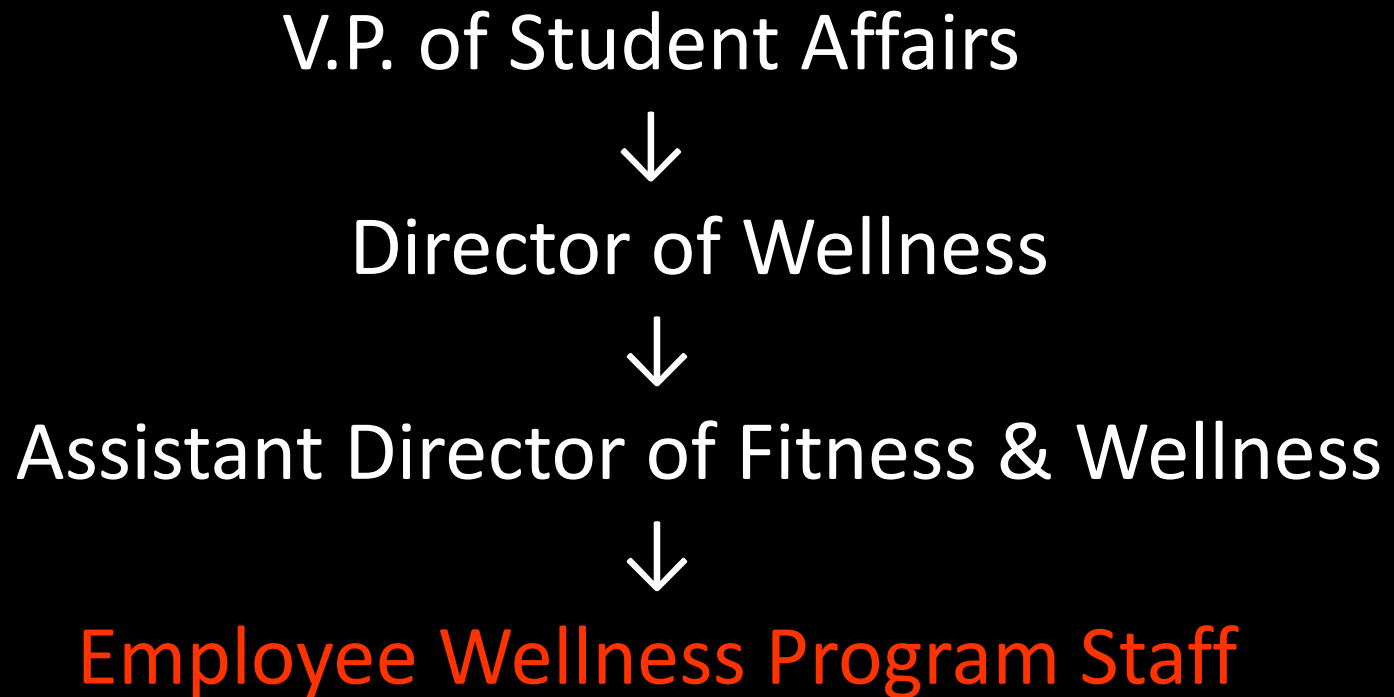
# AUGUST 2011

1. Merged to form the *Department of Wellness*.
2. OSU benefit package includes membership to both facilities and access to *many* programs.



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# ORGANIZATION



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# EMPLOYEE WELLNESS PROGRAM STAFF

## ➤ Full-time :

- Manager
- Registered Dietitian
- Health Educator
- Fitness Coordinator
- Fitness Specialist
- Marketing Coordinator

## ➤ Part-time:

- .5 FTE RD
- 3 GA's (2 HP, 1 nutrition)
- 2 Interns (HP, marketing)
- Graphic Designer
- Videographer
- Group ex instructors
- Personal trainers

# FUNDING

- Wellness Benefit funded by VP for A&F
- Dept. of Wellness paid participants/month
- *Participation* = Exercise & attending any other wellness program
- Some programs funded by BCBS “wellness dollars”



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# PRESIDENTIAL SUPPORT



**“From being a pioneer in creating a tobacco-free campus, to creating an infrastructure that supports and encourages physical activity and healthy eating, Oklahoma State University has created a culture of wellness that is reaching across our campus and touching all employees and students. We have made great progress, but have more to do in our goal to be America’s Healthiest Campus.”**

— Burns Hargis, OSU President

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# FIRST LADY INITIATIVES

## ➤ Ann Hargis: OSU's "First Cowgirl"

- Wellness Platform
- Facebook & Twitter
- Certified Yoga Instructor



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# THEY “WALK THE TALK”





[okhealthandfitnessmagazine.com](http://okhealthandfitnessmagazine.com)

... and make us look good!



# OSU'S HEALTHIEST CAMPUS INITIATIVE

- Background
- Why it Matters
- What We're Doing



★ Chief Wellness Officer – New Position opening

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# Strategies of Wellness Initiatives

➤ Awareness & Education Activities

➤ Behavior & Lifestyle Change Programs

➤ Supportive Environments & Outreach

## Focus of Programs:

1. Physical Activity
2. Nutrition & Weight Management
3. Clinical Prevention
4. Stress Management
5. Tobacco Cessation

## Aimed at:

- Keeping Healthy People Healthy
- ↓ Risk in “At Risk “ Population

- Chronic Condition Management → BCBS

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➤ **Awareness & Education Activities**

➤ **Behavior & Lifestyle Change Programs**

➤ **Supportive Environments & Outreach**

\* = no charge (with stipulations)

- **Wellness Wednesday\***
- Monthly Lunch & Learn
  - Variety of Topics
  - “Heart Healthy” Lunch



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➤ Awareness & Education Activities

➤ Behavior & Lifestyle Change Programs

➤ Supportive Environments & Outreach

➤ B.A.L.A.N.C.E. (Building A Lifestyle on Activity, Nutrition, Confidence and Energy)\*

- ↓ risk factors for Metabolic Syndrome
- Aggressive behavior change program
- Structured physical activity, nutrition and lifestyle modification components
- 14 weeks (including pre- & post-program assessments)
- Results (measurable and otherwise)
- Funded by Insurance “wellness dollars”

\* = no charge (with stipulations)

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➤ Awareness & Education Activities

➤ Behavior & Lifestyle Change Programs

➤ Supportive Environments & Outreach

➤ Certified Healthy Department

- Recognize Dept. wellness initiatives
- Create awareness of possible initiatives
- Certificate signed by First Lady
- Logo for website and correspondence
- 9 CHDs in 2011; 27 in 2012; 41 in 2013



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# OSU HUMAN RESOURCES







# MEASURES OF SUCCESS

- “Participation” in Wellness Programs
  - Visits to either facility (or satellite location)
  - Engagement in other wellness activities
    - ❖ Avg. ~ 1000 unique participants/month (67% ↑ since merger)
- Insurance Claims
  - Claims loss ratio <100% for first time in 3 years
    - ❖ 106.1% (Sept. 2011) → 79.5% (Aug. 2012)
  - No increase in premiums in 2013





# Questions?

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